Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — March/April 2000 — # 183

TDUers Lead Fight for Privacy Rights

Employer Seizes Home Computers

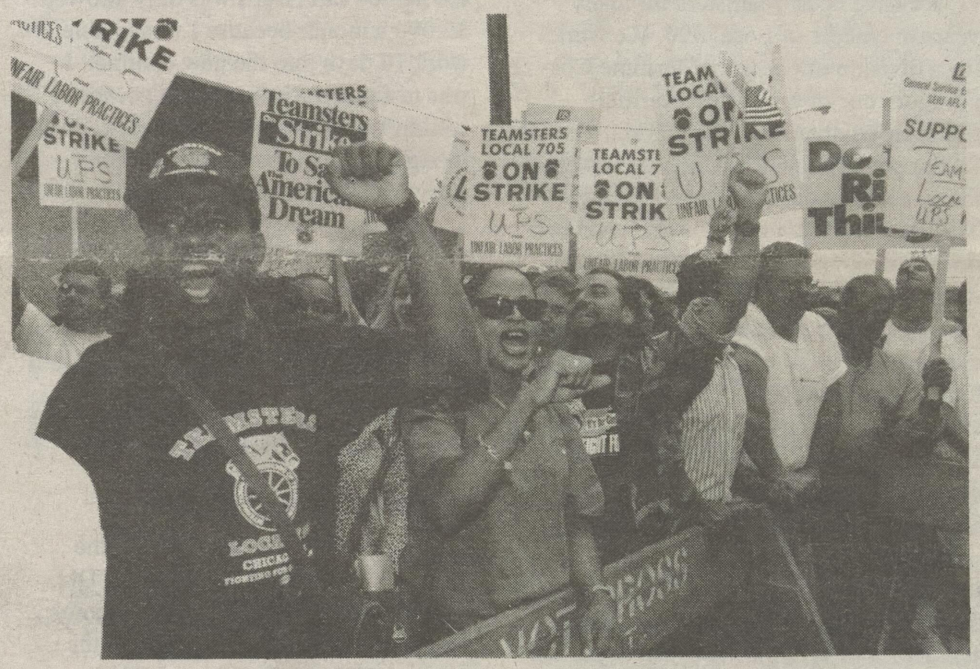
reprinted with permission of the *Minneapolis Star Tribune*

In a case that has been widely reported in major media such as *U.S. News & World Report,* the *Wall Street Journal,* and *Business Week*, rank and file Teamster flight attendants are leading a fight to protect the internet privacy rights of all American working people. And they are doing so after the Hoffa Administration cut a deal with Northwest Airlines to let the employer take control of members' own personal computers.

After Northwest Airlines filed suit against its flight attendants, alleging they organized a sickout, the corporation ran to court to get an order to *seize members' own personal home computers* to scour for evidence.

In this precedent-setting case, TDU member Kevin Griffin and fellow flight attendant Ted Reeve chose to fight Northwest and got a temporary restraining order (TRO) against them dissolved. Each maintains a website for flight attendants to communicate.

continued on page 8



Strike Victory Upheld!

UPS to Create 2,000 Full-Time Jobs in 90 Days

A Feb. 16 arbitration decision upheld our 1997 strike victory — UPS must create 2,000 full-time jobs in 90 days and a total of 6,000 by July 31. See pages 4 and 5.

Election to be Supervised

Proposed Rules for 2001 Election Issued

In a victory for reformers and all Teamsters, it is now official that our 2001 Teamster election will be independently supervised and conducted.

"The election period is coming fast," TDU Steering Committee member Erik Jensen of Minneapolis Local 320 noted. "This is the members' best chance to have input in whether our union is changed or stagnates." In June — just three months away — there will be petitioning to accredit candidates for Teamster president and other offices, as the 2000-2001 election cycle begins.

For information on the proposed rules, election timetable, election monitor and funding, see page 9.

It's only $35 ...
But it can make a big difference!

Membership in TDU costs only $35 a year, less for part-time and low income Teamsters. What do you get for that money?

TDU has been instrumental in major reforms in our union, including winning and protecting the right to vote for our top officers, majority rule on contracts, protecting members' rights both on the job and in the union, and much more.

With your support, and your membership, TDU will continue to reform and build our union. Use the form below to join today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local _____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/_____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Letters From Our Members

Monitor Grievance Hearings

In the year 2000 I think the IBT should start to monitor all grievance committee hearings. With the decisions we have been getting on grievances, someone is not doing their job as a Teamster should.

Members in Baltimore Local 557 feel we are not represented fairly at these hearings. It seems like cases are decided before they are heard.

William Farrell
Local 557, USF Red Star
Baltimore

Port Workers Need Representation

It is good to see that our union is taking steps to organize nonunion port workers. I can only wonder at the sincerity of this effort, however, given our experience working for Crowley Transport in Port Everglades, Fla.

We have been Teamsters for many years, members of Local 390. We work for a division of Crowley Maritime Corporation, one of the largest maritime transport companies in the world.

For some years now Crowley has blatantly violated our contract by giving Teamster work to nonunion drivers. Permanent driving jobs have been lost, as well as overtime pay. In other job classifications, casuals frequently outnumber regular workers and casuals are strung along for years without getting a real job or benefits. Despite good contract protection, we are losing dozens of good jobs and longtime Teamsters are losing pay and work to nonunion personnel.

We have filed grievances, sent letters and repeatedly asked Local 390, the Georgia-Florida Conference, and President Hoffa to save our jobs. These parties have done nothing, satisfied, it seems, to stand by while Teamster work is lost.

When independents were on strike, two Local 390 drivers were shot at and injured. Member La Van McKnight will need surgery on his arm.

How can we organize new workers into the union when the union doesn't fight to defend port workers already in the union? We need the union and we need to organize new members, but defending jobs and contracts has got to be a priority.

Harry Pearson
Local 390, Crowley Transport
Miami

Pension Rules Punish Disabled

When I retired in September 1995, I was 57 years old with 30 years paid in. Because of a back injury I hadn't worked since December of 1992, and had to self pay two years towards my pension.

When I retired I should have been eligible for $2,500 a month. I had to pay the last year of my self payments at the $2,500 rate. But I was only allowed $2,000 a month because I was unable to work 10 days into the new contract. I was penalized $500 a month because I couldn't work with a broken back, even though I paid the same rate the company would have on my behalf.

This should be changed and all retirees in my position should be entitled to back pay.

A.L. Thomas
Local 988, retired from CF
Houston

In Memory of John Carter

As a gesture of solidarity, we, the members of Southern California TDU, would like to present a humble memorial fund of $200 to be donated to the national TDU in the name of John Carter. People like our brother John should never be forgotten. His memory should live on to inspire us to keep working hard, as he did, toward our goals of a strong and proud membership, both as Teamsters and TDU members.

Just as we are looking to preserve the proud legacy of our brother John, we hope that this legacy serves to reinforce the foundation of a solid organization that looks out for all its members, members who want and need reform.

Southern California TDU
Bruce Blake, chair
Raul Rodriguez, co-chair
Vera Cooke, treasurer

Thanks from Disabled Member

I have been on medical leave and have not worked since November 1998. Although I cannot afford to pay the full membership rate, I still believe in our cause and am thankful that I can still belong and help at a reduced rate.

I am proud of an organization that makes itself available to all members. Keep up the good work.

John Aderhold
Local 764
Milton, Pa.

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Gillian Furst, Minneapolis Local 1145
Ashley McNeely, Minneapolis Local 2000
Joyce Mims, Atlanta Local 728 spouse

Members:
Alex Adams, Cleveland Local 407
Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:
Raul Rodriguez, Jr., Los Angeles Local 630
Rob Hermann, Baldwinsville, N.Y., Local 1149
Erik Jensen, Minneapolis Local 320

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at: tdudetroit@igc.org
or on the World Wide Web at: http://www.igc.org/tdu/

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336.
E-mail: tdueast@igc.org

Copyright © 2000 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU *Convoy Dispatch*, must be cited.

Association for Union Democracy 30th Anniversary Conference

April 7-9
New York City

Fashion Institute of Technology
7th Ave. at 27th St.

Friday, April 7, 6 - 9 p.m.
Wagner Labor Archives
"Falling Bodies & Rising Tides" — success stories from the front lines

Saturday, April 8
Plenary: Union Democracy in a Changing Labor Movement
Panel Discussions
Roundtable: Union Democracy — What Is It?
Dinner in Honor of Clyde Summers

Sunday, April 8
Plenary: Pioneers and the Next Wave
Workshops: tools & strategies for rank and file activists

Registration: conference, $40; Clyde Summers Dinner, $75; conference and dinner, $80. For more information, to register, and information on accomodations, contact AUD at 718-855-6650.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1999 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Where's the Power?

Miller Contract Falls Short, Brewery Concession Trend Continues

Jack Cipriani, Director of the IBT Soft Drink and Brewery Division, has given Miller Brewing a contract that follows in the footsteps of the Anheuser-Busch contract settled in 1999. And in some aspects — wages among them — Cipriani has even "exceeded" his poor performance at A-B.

The Miller agreement, covering Local 391 members in Eden, N.C., falls short of A-B in wage increases: 40 cents per hour for each of three contract years. A-B workers got 50¢/50¢/55¢/55¢/55¢ plus bonus in a contract they strenuously opposed.

Wage Shift to Health Care Returns

Diverting wages to cover health insurance costs, a staple of old guard concessionary bargaining, reemerged in the Miller contract. "The annual wage increases defined in Article 27," the contract materials explain, "were reduced in the first year by ten cents, ten cents in the second year and fifteen cents in the third year of the agreement in order to cover a portion of the cost to the company to provide insurance and health benefits . . ."

Common in the 1980s, this scam forces the union to bargain against itself. Management says there is only so much to go around and the union takes a hand in dividing it up — instead of bargaining forcefully for real wage increases on top of whatever benefit costs are required.

More Subcontracting, Fewer Teamster Jobs

The contract also lets Miller use nonunion labor to do more Teamster work. In maintenance, "overtime relief employees" are allowed. These workers will have no benefits, no seniority rights and no recourse to the grievance procedure over discipline or working conditions. Although the company must first offer overtime work to union employees, this clause is subject to big loopholes and open to abuse (and expansion).

Overtime relief is also allowed in the production department "upon mutual agreement," opening the door to the loss of even more Teamster work.

The contract also states that predictive maintenance work, formerly union positions, will go nonunion or be subcontracted. This occurred in part because management was practicing favoritism in the filling of these jobs (and the union's position was that therefore they should not be in the bargaining unit). Job classifications also took a hit. Packaging employees can now be assigned to work on a temporary basis in another work group.

Pension increases were part of the agreement, as were changes in life insurance and accident benefits. Effective November 2001, an employee with 30 years will be able to retire with $2,160 per month at age 57 — a welcome boost but still behind pensions enjoyed by UPS, freight and carhaul Teamsters.

Poor Contract Trend Continues, But No One to Blame This Time

The Hoffa promise was to restore the power — to bargain hard and win the best contracts. In brewery, as elsewhere, this promise has been broken repeatedly. At A-B, Hoffa blamed the poor contract on previous bargainers. At Miller, finger pointing will not work. This is the Hoffa administration's contract. Rather than restoring power, they have restored concession bargaining. UPS and freight Teamsters beware. You could be next!

CF Steward and Alternate Removed

Baltimore Local 557 Members Battle Retaliation, Violation of Bylaws

Retaliation against members, usually management's game, has been taken up by Local 557 President Frank Imbragulio.

In December 1999, Imbragulio ordered the removal of CF steward Rosario "Sonny" Raymond and alternate steward John Waltman. Imbragulio gave no reasons for the removals in writing. When pressed for reasons, he gave different excuses to different people, including that the two were filing too many grievances and that members at CF had requested their ouster.

The real reason appears to be retaliation for union political activity. Sonny Raymond ran for vice president of the local on the Y2K Slate against Imbragulio. Waltman had attempted to run on the slate but was ruled ineligible.

Imbragulio violated the Local 557 bylaws by booting the two stewards. Removal is allowed only by an impeachment vote of the members they represent. Nearly 100 percent of the CF members filed a petition in support of Raymond and Waltman, so impeachment is not an issue.

In addition to the petition, members have filed internal union charges to correct this wrong. So far the joint council has taken no action. "If necessary," Local 557 member Ed Wasilewski said, "we will go to court to enforce the bylaws and protect members' rights. It is a serious matter if officers are allowed to retaliate against good stewards."

Meanwhile, CF has benefited and members have suffered by this interruption in representation. CF members may push for a vote to reinstate the two men, but intend to proceed with other avenues to get full redress for this wrongdoing.

Order Copies of *¡Adelante!* Now

"Building a strong union means uniting all Teamsters. *¡Adelante!* is our tool for getting news and information to Spanish-speaking members and spreading the TDU movement. *¡Adelante!* is in Spanish and English so everyone can get something out of it."

— George Saavedra, Local 490, UPS

The new edition of *¡Adelante!* — TDU's Spanish/English newspaper — is here! This issue includes:

- Members take back their union in local elections
- Using "information requests" to strengthen your grievances
- Immigration law reform
- Members fight Hoffa trusteeships
- Basic Vegetable strike
- And more!

Free copies, including bundle orders, are available now. Call the East Coast TDU office at 718-624-7746, or contact us by e-mail at TDUeast@igc.org

New Hours of Service Proposal Coming Soon

Dennis Anderson
Local 413, CF
Columbus, Ohio

As agencies of the federal government wrangle over new hours-of-service regulation proposals, rank and file drivers in freight, UPS and elsewhere, need to realize that the proposed changes will not be intended to benefit our lives with less work hours.

The results of several federally funded "scientific studies" have been taken into account, including one that involved Teamsters in Missouri, testing driver alertness, fatigue, sleep habits and endurance. However, quality of life issues in the industry, wage payment methods, etc., have not been taken into account.

The proposed rule changes will affect every driver with a CDL, not just Teamsters, and many truckload carriers are telling their drivers that the new rules will allow them to make more money because they will be able to work or drive ***more*** hours!

The proposal now under review by the federal Office of Management and Budget would allow drivers to work/drive up to 12 consecutive hours, with four 30-minute breaks required, equaling 14 hours maximum on-duty, then a mandatory 10 hours off for rest.

The proposal would also give different rules to different segments of the industry, rather than the one-size-fits-all rules that have been in place for over 60 years. Trip recorders, or "black boxes" may also be mandated to monitor compliance. However, this may only apply to carriers whose drivers are regularly on the road more than three consecutive days, and there may be a two-year phase-in period.

Many long-time drivers and highway safety groups advocate an eight-hour workday, but the proposal will likely not touch on the federal exemption from overtime pay for drivers, or driver compensation methods, such as mileage pay, which have a direct impact on truck drivers' work hours as well as our quality of life.

Trucking companies are not really concerned with drivers' quality of life anyway. Their bottom line is to make a profit.

Once the proposals are published in the Federal Register there will be a period for open comment from drivers, carriers and other interested parties. This will be our opportunity as Teamster drivers to voice our opinions and send a strong message to the companies and the government about how we feel about these new proposals.

Fruits of 1997 Strike Victory

Thousands of Full-Time Jobs Won!

On Feb. 16 we finally got the good news — UPS will have to create 2,000 full-time jobs within 90 days, and a total of 6,000 by July 31. These 6,000 jobs must be created by combining some 12,000 part-time jobs.

In addition, UPS will have to pay an estimated $80 million in back pay and benefits to affected Teamsters.

"It's a tribute to rank and file Teamsters — full-timers and part-timers — who stood together and mobilized public support because 'Part-Time America Won't Work,' " said Dan Kane, a UPS worker who recently earned a full-time job at the Ontario Air Hub in Southern California Local 63

Dan Campbell, Chicago Local 705 BA and a member of the 1997 national negotiating committee noted that, "Management hoped to derail it when they saw a softer national union leadership, but our case was solid. It makes this victory even sweeter." Chicago Local 705 is under a separate contract and will also get hundreds of additional full time jobs, over and above the 6,000.

Arbitration Ruling

Arbitrator George Nicolau saw right through UPS management's argument. Management based their claim on a sentence at the end of Article 22, Section 3, which reads: "If there is a reduction in volume causing layoffs, the Employer's obligations under this article shall be null and void." Thus they refused to create 2,000 jobs by July 31, 1998, and another 2,000 by July 31, 1999.

The evidence convinced Nicolau that there were not really layoffs except on a daily basis, and the minimal layoffs were not a direct result of volume reduction. He ordered that UPS create the jobs and pay full back-pay and benefits. The only union demand he did not award was for interest on the back pay.

While the ruling only covers the 2,000 jobs owed since July 1998, it is now clear that management will have to come up with the 2,000 for 1999 as well, because back pay for those jobs is mounting each day. And management has already agreed to create the third batch of 2,000 due by July of this year.

"Through stall tactics and contractual violations, UPS has tried to take away the victories we won in our strike," said George Welling, a UPS part-timer and trustee of Columbus Local 413. "But we've proven that the solidarity of the UPS workforce pays off. When working people stand up, instead of settling short, we can win ground-breaking change."

The Hoffa administration is trying to claim credit for the victory, but it really belongs to the 200,000 UPS Teamsters who heroically struck and won what was called labor's "victory of the decade." The victory came as a result of an innovative program that encouraged membership mobilization and unity, with the full support of the International Union. Rank and file UPS Teamsters even sat on the national bargaining committee, a principle that has now been ended by the Hoffa administration.

Fortunately, the Hoffa administration did allow strike leader Ken Hall and his legal and research team to control the entire arbitration process, so leaders committed to winning could bring home the victory. In fact, the Hoffa administration listened to UPS management when management told them they would win the arbitration and steal our full-time jobs. So Hoffa's PR department, until the victory, kept pointing out that it was Hall's team who fought the arbitration for the members. Only after we won the arbitration victory did Hoffa decide he had led the battle all along!

"We've proven that the solidarity of the UPS workforce pays off. When working people stand up, instead of settling short, we can win ground-breaking change."
George Welling, Local 413

For a copy of the 53-page arbitration decision, contact TDU. Free to TDU members, others include $5 donation for copying and shipping.

UPS &Downs

Watch Out For Brokers Hauling Trailers Leased By UPS.

Chicago Local 705 stewards have uncovered a trick management is using to cover the use of brokers which may spread. When brokers brought trailers into the CACH hub, management replied to stewards that they had no control over it because the trailers belonged to the railroad.

Upon investigation it was discovered that the trailers apparently belong to a company called Fast Track Intermodal Logistics of California, and were leased to and licensed by UPS. A check of the kingpin box revealed that the PMI for these units were performed by UPS. Apparently the trailers were leased to replace the aging fleet of UPSZ trailers.

When a report of this incident went out to the UPS Network to Defend Our Contract e-mail list, others reported that they had seen these trailers in other parts of the system, though not in violation of the contract. Watch out for these boxes in your area, as they may be easily snuck by with brokers.

The trailer numbers involved are: FSTZ 637000 thru 637684 Boxes and FSTZ 122900-125868 Chassis. Hopefully our communication network will prevent UPS from repeating what they tried to pull in Chicago.

Full-Time Jobs Created for 1999-2000 Contract Year.

UPS has begun to create the full-time jobs required in this contract year. Reports have just begun to come in to TDU about new jobs now being created in the following areas: Chelmsford, Mass., 40 jobs; Seattle, 33; Indianapolis, 39; Milwaukee, 41; Cleveland, 14; Columbus, 98; and Toledo, 100 jobs. With our arbitration victory thousands more will be created in the months to come.

Supervisor Harassment Gets Physical.

At a drivers' meeting at the Des Moines, Iowa, UPS facility, management was encouraging drivers to properly handle international documents on packages. A supervisor called on assistant steward Todd Hartsell, who began to warn his coworkers that management had made it clear that those failing to meet UPS's expectations on these documents could face discipline. The center manager grabbed Todd by both arms, spun him around, and pushed him from the room. Todd was originally charged with failure to follow instruction for not leaving the room, but after several of the 25 drivers reported what they had seen, the labor manager dropped the discipline. Todd is taking action against the manager.

In a similar incident in Metairie, La., a supervisor grabbed part-time reloader Barry Smith by the arm and made him punch out, then attempted to discipline him for his actions. Management was forced to take back the discipline and agree not to let this supervisor have any contact with Smith.

How Will New Full-Time Jobs Be Created?

Within the next few months UPS will be creating over 6,000 new full-time jobs by combining over 12,000 part-time jobs, as our strike victory becomes reality. Now the challenge is to make the most of this gain, and make sure that it is not done in a divisive way.

UPS has the power to create the jobs, with the union having only the power to confer and negotiate. The full power of the International Union needs to be brought to bear to prevent management from undermining our victory.

Local unions, stewards and concerned members need to be involved to ensure this is carried out properly in every building.

- No job should be created using any work currently done by a full-time employee.
- The jobs created should, to the fullest extent possible, make use of attrition to minimize rescheduling of part-timers. If management proposes to displace senior part-timers, grievances should be filed pointing to jobs that can be created without such displacement.
- Using clerk jobs should be minimized, especially as many Teamsters in these positions have stayed with UPS because of these jobs, and may not be physically able to do hub work. Why should management punish these loyal employees and try to sow divisions?
- Jobs should be equally distributed across the country and local unions, without favoritism. Management has a matrix of regions with a number for each. Locals should not be permitted to cut deals to get more jobs, as has happened with mileage pay, while the International Union has stood by and done nothing.
- The 6,000 jobs owed so far in the national agreement (and hundreds more in Chicago Local 705) is only a minimum. Where locals can demonstrate the ability of the company to combine back-to-back work, grievances should demand more full-time jobs.
- Full back pay and benefits are due to at least 4,000 part-timers who take the jobs, totaling some $80 million. Some part-timers who have already bid the initial set of jobs, for example, are entitled to back pay that in most cases will be many thousands of dollars apiece. The current pay rate for the new jobs is $16.20 per hour.
- Management is required to submit detailed quarterly reports, identifying every single job created in every building and the part time jobs that were combined to create it. The International Union has promised that the local unions will have this report, and it should be thoroughly investigated in each building to ensure compliance.

'What If We Were All United?'

Canadian Leaseway Drivers Hold Out For Better Deal

Unwilling to sign off on a "me too" agreement that mirrored the substandard Canadian carhaul agreement that was recently implemented, Canadian carhaulers working at Leaseway stuck together and got themselves a better deal.

Leaseway only recently set up operations in Canada, which currently consist of 31 drivers working out of a terminal in Oakville, Ontario. They are members of Ontario Local 938. In the current round of contract negotiations, the company had agreed to sign off on whatever was agreed to in the master contract.

According to that logic, it would make sense that the Leaseway drivers would be included at the ratification meetings for the master agreement. However, at the Oakville ratification meeting a motion was passed to exclude Leaseway drivers from the meeting.

"Our local leaders at the meeting made it seem like the Leaseway guys were going to be under a completely separate contract, so it made sense that they shouldn't be at the ratification meeting," said Oakville Allied driver Ian Latter. "If the Allied drivers all knew that Leaseway drivers would be under the same contract, I don't think they would have voted to exclude them. It seems like our officials once again were playing divide and conquer."

Angered at being cut off from their fellow Local 938 carhaul members and unimpressed with the master contract that was rammed through, the Leaseway drivers immediately organized a meeting to develop an action plan to make their issues known to Local 938 officials.

Although their officials had told them that the contract was a "done deal," and that nothing new could be presented or bargained for, they changed their tune when presented with a united Leaseway membership. After heated discussion, the local agreed to go back to the table with a set of additional demands for Leaseway drivers, including profit-sharing, establishing an RRSP program (a Canadian equivalent to a 401(k)), and a higher signing bonus than the master agreement.

Leaseway quickly agreed to most of the drivers' new demands, leaving some wondering what more could have been won. "We were just 31 drivers sticking together to stand up to the company," said Leaseway driver Bill Sawyer. "Just imagine how much better the contract for all Canadian carhaulers could have been if our union officials had spent as much time taking on the company as they did dividing the workers?"

Network to Defend Our Contract

7,000 UPSers Petition International

With the signatures of 7,000 UPS Teamsters in hand, the UPS Network to Defend our Contract plans to send representatives to meet with Teamster leaders in Washington, D.C.. New Jersey feeder driver Bill Heady has requested in writing a meeting with Teamster Parcel Division Director Dick Heck and with James Hoffa, to present the petitions and discuss the issue of UPS's massive use of nonunion brokers for six months of 1999.

The network formed in November and spread to 60 locals within two months, gathering the support of thousands of feeder drivers and other UPS Teamsters. Heady and others, supported by TDU, then collected the petitions in February.

At two different national meetings of union officials, Heck has claimed that the petitions either do not exist or will never be presented to him.

Although UPS stopped subcontracting Teamster jobs to nonunion brokers after peak season ended, concerned members and local officers have not forgotten about the big hole they drove through our contract. Management should owe millions of dollars in grievances for their violation. If they are not made to pay for the massive violation, what will stop them from doing it again?

Meanwhile the UPS Network will remain vigilant on this and other contract issues.

GM's Massive Distribution Site Derailed by Voters

General Motors' plan to build a huge 1,000-acre rail-distribution center in rural Michigan has been derailed by voters in Milan Township. Milan is approximately 45 miles southwest of Detroit, and its strategic importance is its east-west railroad system.. Residents voted 753 to 53 against the complex, citing increased truck traffic, noise and light pollution as major concerns. The complex would be a 24 hour a day, seven day a week operation that would see thousands of GM vehicles being shipped by truck and rail.

GM claims the proposed plan would consolidate shipments from three Canadian and five Midwest assembly plants and would be the first of its kind, able to ship two million cars and trucks a year. GM, along with Ann Arbor Railroad, plans to push ahead with the project claiming Congress can override local zoning laws that restrict rail activities.

UPS Is Getting into the Carhauling Business

UPS Logistics Group and Ford Motor Co. have formed an alliance that will have UPS overseeing the delivery of new cars. UPS Logistics is the nonunion subsidiary of United Parcel Service, and the alliance claims it will cut the time required to deliver cars from the assembly line to dealer to the customer by a whopping 40 percent. Ford claims that it currently takes 14 to 15 days to get a vehicle to a dealer, and they expect to cut this to nine days under the proposed plan.

Though UPS won't actually be hauling new Fords, the company will have about 150 employees at its logistics arm involved in the project to help track new cars for customers and "eliminate bottlenecks, minimize delays and provide information technology."

The project is expected to be phased in this month in the west and southwest of the United States and expanded to the entire U.S., Canada and Mexico by June of 2001. The multi-year contract allows UPS Logistics to use existing carriers as well as all major railroads currently contracted by Ford. However, performance standards of carriers will be reviewed when those contracts expire and UPS will determine whether or not to renew those contracts. The deal also allows UPS Logistics to offer the same services to other automakers after 12 months.

Chief executive officer of UPS Logistics, Daniel DiMaggio says "Ford customers can expect the same on-time delivery they get from UPS." We need to be vigilant that UPS does not also bring with it the same harassment that its UPS employees get.

Saginaw, Mich., Local 486

Package Car Driver Wins Right to Distribute Materials

TDU member David Dunning and attorney Barbara Harvey have won an important case at the NLRB on UPS drivers' rights to distribute TDU and union materials before work.

Before their start time, many UPS drivers hang out in front of their package cars, where they share news, drink coffee, buy Girl Scout cookies ... or read *Convoy Dispatch*. Because this is an area where drivers can be found in the morning, it's a good place for distributing literature of interest to Teamster members. In a case filed by TDU member David Dunning of Saginaw, Mich., the NLRB has now ruled that employees have a legal right to distribute literature in that area in front of the package cars' bumpers.

UPS management argued that this is a work area, but the NLRB rejected UPS's argument and held that the area was either a non-work area or a "mixed use" area, that is essentially a non-work area before the package car drivers' start time. The Board held that drivers have a protected statutory right to distribute union literature, including *Convoy Dispatch*, in that area during the hour before the drivers' start time (7:30 to 8:30 a.m. in Saginaw).

As a general rule, all employees are entitled to distribute literature and to talk to one another in any non-work area, during non-work hours. The Board applied the rule in this case, drawing a distinction between the area behind the package cars, where the belt is located — a work area — and the area in front of the package cars, where there are no significant work activities from 7:30 a.m. to 8:30 a.m. UPS has appealed the administrative law judge's decision to the full NLRB in Washington.

This victory comes on the heels of an earlier victory by Dunning establishing that the check-in area is also a non-work or "mixed use" in which package car drivers are entitled to distribute literature in the hour preceding their morning start time. The full NLRB upheld that decision, which is now before the Court of Appeals for the Sixth Circuit. Oral arguments are scheduled for March 6, 2000.

Union Declares Victory, Members Disagree

21-Week Arizona Warehouse Strike Settled

"Basically, we did not win anything. We went on strike to keep our jobs, our contract and seniority. We did not go on strike to put more money in the pension. It is beyond me how this is a victory. Members voted yes because they saw no hope, that the union was doing nothing, and to get the severance."

Judy Shoemaker
spouse of Local 104 striker

After a valiant 21 week strike, Arizona Local 104 Teamsters at Fry's (a Kroger subsidiary) voted in February to accept a contract. The IBT quickly declared victory, but a review of the contract and interviews with members reveals a very different story.

Of the over 500 Teamsters at Fry's, fewer than 100 are expected to go to work at the CSI Tolleson, Az., warehouse. The only workers with return rights are warehouse employees. Clericals, mechanics, salvage, parts and other employees are excluded from the agreement. Drivers were handed a substandard contract with Ruan before the strike, and many have left in disgust.

"Without telling us, Andy Marshall signed an agreement back in May that took clericals, mechanics and others out of the union," said Local 104 member Aggie DeLorenzo, who organized the clericals into the union 22 years ago and has been steward ever since. "I filed board charges on behalf of the clericals, but from then on Marshall would do nothing to back us up. In fact he tried to undermine the charges."

The May 1999 letter of agreement stated that a majority of warehouse positions at Tolleson would go to former Fry's Teamsters. But the new deal will fall short of that mark. Many warehouse employees will not return to work thanks to a number of outrageous "disincentives" built into the agreement. Seniority is the most serious stumbling block. Members struck to preserve their right to do their work ahead of nonunion Smith's employees (and scabs who worked during the strike).

But union workers will not retain their seniority. Work will be offered to both union and nonunion workers on a one-for-one basis. No seniority whatsoever will be in effect for the first 60 days of the agreement — management will be allowed to assign work at will. No vacation time is allowed the first year of the contract. And union workers must then survive at least (the language has only this minimum — it could take longer) two-and-a-half years before attaining full seniority rights.

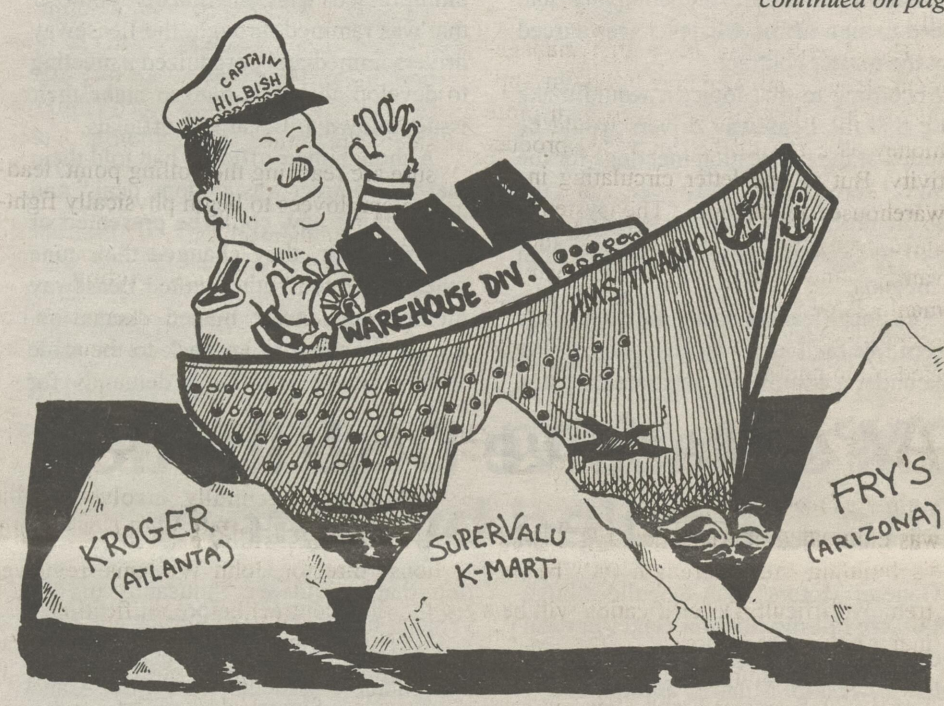
"I thought maybe Hoffa being the new leader would do something for us, but he didn't," said Martin Felan, a 23-year Fry's Teamster. "Andy Marshall presented it to us at the meeting by saying, 'You are going back to work, but if you're not capable to do the job they will have the right to replace you.' What is that telling you? I am 52 and can't compete with 19-year-old guys. So the choice was either you take the severance or go back and get fired."

A comparison of new and old contracts (see story this page) reveals that management gutted the union agreement. While the new pact does preserve pension and health and welfare, it is essentially a wish list of management language in other areas.

The company gained generous management's rights language. They also won some of the worst no-strike/picketing language seen in a Teamster agreement.* They also won unfettered rights to modify production standards.

The union took pay cuts and lost in nearly every important category. Language on sick pay, holidays, hours of work, grievance procedure and other key areas

continued on page 7



TIME FOR A NEW CAPTAIN. Warehouse Director Ken Hilbish has presided over a series of concession contracts, setting the tone with his own Local 528 Ruan and CSI (formerly Kroger) contracts. SuperValu and Fry's followed. Who's next?

Decide for Yourself: Summary of New Agreement

Is the Arizona Kroger (CSI) contract a victory or a loss? Decide for yourself, using this overview of some key union contract provisions. For a full copy of the agreement, send $3.00 to TDU.

No Strike/Lockout: New language prohibits virtually any activity: "picketing, honoring picket lines at warehouse, slowdowns or any other form of economic pressure directed against the company or any of its services."

Production Standards: Union right to contest changes eliminated.

Recognition: Lost clericals, mechanics, salvage, welder fabricators, parts clerks.

Seniority: Lost seniority fight: "for all purposes other than layoff, however, the seniority lists from Fry's and Smith's will be dovetailed on a one-for-one basis regardless of actual years of service."

- The dovetail ranking will be dissolved midway through the contract term, at the earliest, by which time many former union employees will likely have left.
- Detailed rights in old contract (three pages) replaced with two paragraphs.
- Lost full seniority rights on layoff and recall. "In instances of layoff and recall the company will first consider employees' demonstrated skills, ability and performance."

Job Bidding: Gutted. "The company will first consider each employee's demonstrated skills, ability and performance."

Pay: Warehouse rate cut by 35 cents per hour. Freezer pay rates cut similarly.

- Lost cost of living.
- No yearly increases provided in contract (tied to what other area contracts get — Safeway and Fleming, which will have difficult battles ahead thanks to this agreement).
- 8-Hour Guarantee, if called in, eliminated.

Probationary Period: Doubled to 120 days, with option of 60 more.

Management Rights: Clause in new contract gives management extensive leeway over all aspects of operation.

Holidays: Same number of days: three regular and seven floating.

- Lost bidding/seniority rights on holidays.
- Lost right to pay for unused floating holidays.
- Lost right to block two or more days together.
- Lost two-and-a-half times pay for hours over eight on holidays worked.

Vacation: Ban on taking vacations first year of contract.

Sick Pay: Lost right to cash out sick days upon retirement, leaving employment, disability or death.

- Retained right to bank some sick time from year to year.
- Can use for personal business.

Incentive Plans: None in old contract. Allowed in new (Article 18).

Hours of Work: A 40-hour guarantee only guaranteed "if available for work."

- Language watered down. Management got right to set work schedules at will (management rights clause).
- Unclear language on consecutive workday guarantee.
- Lost prior day notification of work on days off.
- Lost right to fill temporary openings on first shift.
- Lost double time after 12 hours.
- Lost right to bid overtime by seniority.

Job Classifications: Detailed language eliminated. Two classifications now: regular full-time and floater.

Health Insurance: Same, with contribution increases provided for.

Pension: One-time increase in monthly contribution rate, to $351.19.

Clothing: Lost language stating clothing that management must provide.

Stewards: Language stipulating number (8) lost. New language restricting authority of stewards.

Union Leave: Cut from unlimited return rights to one year only.

Past Practices: Management got zipper clause.

Grievance Procedure: Grievances now limited to violation of "specific terms" of agreement.

- Filing time limit slashed from 30 days (three weeks for discharge) to seven days.

Discipline: 12-month limit on record eliminated.

Joint Committees: Eliminated. Don't need those anymore, contract creates enough other divisions among employees!

Los Angeles Sysco

Warehouse Workers Fed Up with Unfair Production Standards

Frank (Pancho) Villa
Local 630, Sysco
Los Angeles

Teamster warehouse workers at Sysco in Los Angeles are fed up with constantly worsening production standards, and are demanding real union action to improve their situation.

The standards have been a point of contention for years. Local 630 has had several time studies conducted and been able to negotiate temporary improvements, but each time the company would eventually tighten them up.

The current crisis arose after management devised an incentive program supposedly to allow employees to earn more money as a reward for increased productivity. But as one letter circulating in the warehouse points out, "The system has since been changed. Fine-tuned to the advantage and benefit of the company ... manipulated through the doings of engineers hired by management." The negotiated minimum levels have been increased so that few can earn incentives and most are struggling to make the minimum and avoid discipline. Vince Martinez, a 13-year employee, said, "In all the years I've been there I've never had a problem with meeting my standard until recently."

Another letter circulating in the warehouse notes that safety concerns have gone by the wayside. "Sysco preaches safety for all employees. Meaning, safety meetings are held, issues are raised, discussed, noted, and then forgotten." A long-time Safety Committee member recently submitted his resignation due in large part to the fact that he felt that his "efforts for Sysco employee safety are futile." Frustration and pressure are reaching the boiling point, leading employees to begin physically fighting among themselves.

Workers Demand Action

Now the warehouse workers have begun to organize around this issue. They have presented a petition, signed by over 200 workers, to management and union officials. On Feb. 6 at Local 630's general membership meeting, over 30 Sysco L.A. warehouse workers showed up to demand that the union leadership fight the unfair production standards, but received little satisfaction.

Local 630 officials spent the meeting bashing TDU, Tom Leedham and reform Local 439. But when the warehouse members demanded that their officers address the production standards at the warehouse the meeting was abruptly adjourned without a vote.

Warehouse workers from Sysco L.A. and various other companies stayed after the meeting to force a discussion of this issue with the Local 630 leadership. In denying a request to seek assistance from the IBT Warehouse Division, Jerry L. Vercruse, Secretary-Treasurer of Local 630, stated. "I have no faith in the current administration regarding warehouse standard issues." That's a sorry commentary on the Hoffa administration and its Warehouse Division.

Members discussed numerous ideas on how to monitor the standards and protect against company manipulation. For example: establishing a committee of elected workers who are provided with training and information to monitor the system from the shop floor; learning all we can about the company's system; educating the rank and file members on the system; vigorously monitoring and requesting productivity reports; random inspections of the warehouse conditions and equipment; periodic reviews of allowances; conducting random audit trails and organizing other warehouse workers.

Members deserve Local 630's support in putting these ideas into action.

Arizona Kroger Agreement

continued from page 6

was eliminated or weakened. On this basis building union strength will be extremely difficult. Decertification will be a major risk in the future.

"The leadership's failure in Arizona," Local 572 Teamster Frank Halstead said, "is going to have a negative impact on Southern California Teamsters. Because of their inability to muster any kind of game plan, companies will feel like they can get more. The so-called extended picketing was a bust. The first time they pulled the pickets before 72 hours were up — before the main facilities could walk. And they sent people to picket who knew nothing about the situation."

Hoffa and his warehouse director Ken Hilbish were centrally involved in the Arizona strike. Hoffa's West Coast warehouse director, John Williams, reviewed the final contract before ratification.

This is the third warehouse contract disaster under Hilbish and Hoffa (Atlanta Kroger, SuperValu/K-Mart and now Kroger Arizona). How many more lay ahead? What does the future hold for freight and UPS Teamsters if Hoffa is reelected and bargains those contracts?

Grocery and warehouse Teamsters need to organize now to stop this trend. A first step is to join TDU, the movement for rank and file power in our union.

**Atlanta Local 528's contracts with Ruan and CSI have identical language, negotiated by Hilbish in 1998.*

The Grocery Bag

SuperValu, Fleming Win On-Line Supply Deal.

Webvan, an on-line grocery supplier based in San Francisco, has chosen SuperValu and Fleming as primary suppliers. Webvan plans to expand into 26 markets, starting with Atlanta, Chicago and Seattle. SuperValu is likely to capture those markets. Fleming is already a supplier for on-line grocer NetGrocer.

Associated Threatens Outsourcing; 1,200 Jobs at Stake.

Associated Wholesale Grocers threatened on Feb. 1 to outsource their warehouse and transportation departments in Kansas City, Kans., and Springfield, Mo. Local 955's contract with AG expires on April 1. AG is using the outsourcing threat to press for changes in work rules. AG has said they will outsource the work to CSI and Perryman Refrigerated Lines.

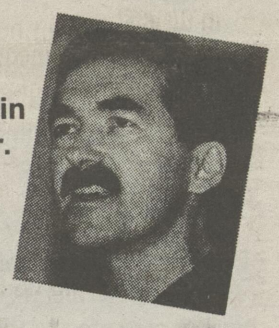
Giant Outsources Bakery.

Over 300 jobs are on the chopping block at Giant Food's Columbia and Silver Spring, Md., bakery facilities. Giant will outsource the work to Baltimore-based H&S Bakery.

Videos Now Available

Prominent Teamster reform leaders tell the real details of their struggles and what lay ahead in the future of Teamster reform.

Tom Leedham



Tom Leedham, Secretary-Treasurer of Local 206 in Portland, Oregon and 1998 challenger to Hoffa Jr. speaks to the 24th Annual TDU Convention
26 minutes
Cost $15

Fighting Back in 1999

Teamsters from Anheuser-Busch, Northwest Airlines, and Iowa Beef Processing talk about their major contract fights. Plus Ken Paff, National TDU Organizer, reports to the TDU Convention.
58 minutes
Cost $15

Show what Teamster reform is all about!

Show these videos to co-workers, after local union meetings, or at TDU Chapter meetings.
(Institutional copies with a collectors' hard case are $25 each.)

TO ORDER, send a check or money order to:
Acclaim Video
8180 S. 8th St.
Kalamazoo, Mich. 49009
Include your name and shipping address. For more information, call: 616-375-4638.

Members Battle Northwest Over Privacy

continued from page 1

Griffin and Reeve intend to keep fighting for the free speech rights of members. They are represented by TDU attorneys Barbara Harvey and Paul Levy of Public Citizen Litigation Group.

Attorney Harvey says, "This lawsuit will vindicate the right of a rank and file member to host a website for other members to say what they want, without the host being legally liable for every member's comments.

"We won some protections that limit the exposure of all computer contents. Items must first be shown to the computer owner's attorneys to review, so that they may withhold privileged and irrelevant items before being submitted as evidence."

While the union attorneys agreed to a settlement that left the gag order injunction intact, Harvey and Levy called the airline's bluff. It wasn't too long before Northwest had to admit they had no case. The judge dissolved the injunction against Griffin and Reeve. It remains in effect for all others named in the suit, however.

Unions Must Fight

Corporations are trying to expand their power and limit employee rights in using computers to communicate.

NWA is using these scare tactics in an effort to derail Teamster solidarity and get concessions at the bargaining table. They have targeted primarily leaders and flight attendants who opposed Hoffa's first contract. Communicating via computers helped them organize a network to reject the weak contract in August by 69 percent.

"One subpoena allowed Northwest Airlines to go into the hard drives of my personal computers .... They copied everything," says Griffin, including personal income tax reports, medical records, and romantic notes.

TDU will continue to fight for the rights of all Teamsters and all workers to use computer communication without fear. James Hoffa should hang his head in shame for failing to join that fight. It seems his administration is as afraid of membership communication as Northwest management is.

NWA is using these scare tactics in an effort to derail Teamster solidarity and get concessions at the bargaining table. They have targeted primarily leaders and flight attendants who opposed Hoffa's first contract. Communicating via computers helped them organize a network to reject the weak contract in August by 69 percent.

IBT Gave Privacy Away

IBT attorney Roland Wilder voluntarily signed an agreement to allow all of the Local 2000 and individual defendants' computer hard drives to be seized and copied in their entirety, and also granting Northwest the right to review them for relevancy. The company would have seen all documents, including attorney-client communications and others that the court says were "privileged" (exempt), because they discuss internal union strategy.

Attorneys who represented TDU member Kevin Griffin were able to get limits to this wholesale search, but serious damage was already done by the IBT. A firm hired by Northwest, Ernst & Young, was permitted to seize, copy, and sift through computer information. The firm is not neutral and refuses to provide the keywords used in its search. TDU attorneys are filing an appeal and say the files in Ernst & Young's possession should be destroyed immediately.

On April 3, the Judge will review the case, which has been on hold under an agreement to resume bargaining.

Flight Attendants Back in Bargaining

Bargaining for 11,000 flight attendants continues on an expedited schedule, after many delays and a bogus management lawsuit in January aimed at seizing members' home computers to stop rank and file networking.

As sections of new contract language are completed at the table, they are being released to the membership, under membership pressure and the initiative of rank and file activists added to the bargaining committee. The union will soon be mailing its summary "highlights," while rank and file members will provide their own low-lights for comparison. More bargaining is scheduled for March.

Two new "ad hoc" appointees to the committee, who represent the 69 percent who rejected the first tentative agreement (TA), are being repeatedly threatened. Andy Damis says he has been told he must go along with everyone else on the committee, or he has no place being on it. Andy says he will stick by his commitment to represent the members, not the officials.

In December, Hoffa told the bargaining committee that they just need to get a deal that 51 percent will vote for. That's a big change from aiming for an "industry-leading contract" that the majority of flight attendants have been fighting for.

Damis says, "We must fight to win on our main issues. We owe it to ourselves after three-and-a-half years. We also have to fight for a short duration on this contract. We can't afford to have to make up for another 10 years without improvements the next time we go to the table."

Contract Campaign Shut Down

Since Hoffa took office, some on the local's Executive Board have drifted off course from their commitment to member involvement, the platform they were elected on. They have opted to keep members in the dark and have waged public and divisive attacks on the three executive board members who have stuck by their principles. Secretary-Treasurer Danny Campbell, a Local 2000 leader who has refused to be a puppet for Hoffa, says, "Flight attendants need to be informed and involved in this contract fight. That's the direction our union should be taking."

With the local union election coming later this year, it's not a surprise that some are trying to publicly discredit outspoken reformers.

"Our rank and file campaign brought about the best unity we've ever had," says Amy Morton. "The majority on our Executive Board has abandoned involving the rank and file. That's what Hoffa wanted. The big guns Northwest is pulling out are proof that the company is afraid of our unity."

Rank and file flight attendants have worked hard to rebuild communication after the lawsuit scare and after being kept in the dark virtually since rejecting the first TA in August. Staying informed and discussing issues will be more important than ever as a new agreement nears and flight attendants decide if this is the one they've been waiting for.

Leader of Fight for Rights

Interview with Kevin Griffin

Convoy: When you were victorious in getting the TRO dissolved, what impact did that have?

Griffin: Most flight attendants who called me felt that justice had been served, and I did too. The invasion of home computer searches and trying to suppress free speech were finally coming to light. It was the first time any of the flight attendant defendants was able to be in court. I had been tried, found guilty, and sentenced to a TRO without being in court or having a representative on Jan. 5.

Many were afraid to leave their names in posting opposing comments on the forum, as they felt they would be subjected to the witch hunts of Northwest and their attorneys. After the TRO was lifted, they felt we could stand up to the company and continue fighting for a good contract.

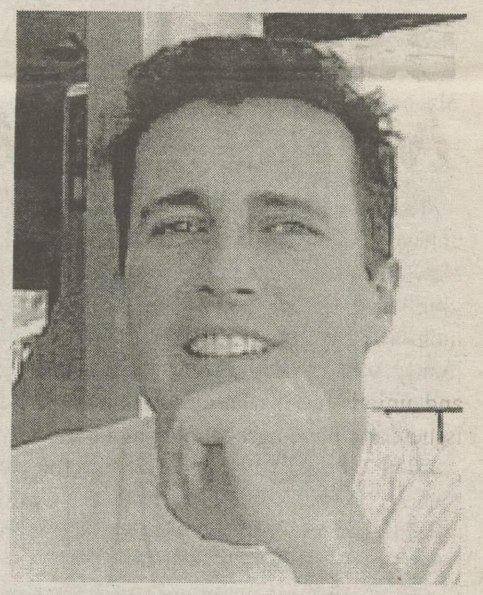
Convoy: Are you getting a lot of support from flight attendants?

Griffin: Yes. Many are following the case daily and are calling, writing, and e-mailing their support. They realize the stress it has caused me and the group as a whole. (Several flight attendants have even made contributions to help pay for the legal costs.)

Convoy: What is the biggest contribution of your computer networking?

Griffin: The biggest contribution has been having a group of 11,000 members watching and working together to get a contract that is good for all of us.

We are no longer divided by geographic region, differing seniority, old airlines prior to merger, and the many other ways that Northwest has chosen to divide us. With the Internet we are working and seeing issues as a united group. We are able to respond and act in a timely manner, which the local and IBT do not seem to do.



Convoy: How would things be different if there had never been any web sites or e-mail networking among flight attendants?

Griffin: I believe without the web sites we would have signed a bad tentative agreement and been living under a contract that was pushed on us.

We would have believed the "highlights" of the tentative agreement given to us, as in the past, and found out later that the contract was not what we were told.

Information is a powerful tool and communication is essential. Dialog on a forum such as ours is open, and we do not all agree on a lot of the issues, but it is healthy to communicate. It does work.

Victory for Teamster Reformers

2001 Teamster Election Plan

In a victory for reformers and all Teamsters, it is now official that our 2001 Teamster election will be independently supervised and conducted.

A proposed timetable and election rules have been negotiated between the U.S. Attorney and the International Union. After a 30-day period for comments and possible revisions, the rules will go into effect in April.

The Teamster election cycle will begin in just a few months. The entire election process, including an election for delegates in all 540 local unions, will be overseen by the designated Election Administrator, William Wertheimer of Detroit. Wertheimer was a regional coordinator for the Election Officer during the 1996 election round.

TDU leaders noted that most officials in the Hoffa administration have actively worked against our Right to Vote, but thanks to Teamsters who have built a movement for democracy, they are not able to destroy it.

The fact that this election will be supervised and governed by fair rules is a tribute to rank and file power.

The 1989 racketeering consent order signed by top Teamster officials and the Justice Department only guaranteed a court-appointed election officer and court-approved rules for the 1991 and 1996 election cycles. So the issue of exactly how our vote would be conducted and monitored has been up for grabs and the subject of negotiations. TDU leaders and counsel recently met with the U.S. Attorney's team to convey our concerns and proposals.

The International Union has committed $10.2 million in funding, subject to revision after the Election Administrator prepares his own budget.

A review of the proposed rules is underway by reform leaders and TDU's legal team, and TDU will be submitting amendments to ensure maximum membership participation, to ensure that big money does not control our election, and protect the rights of those who dissent from retaliation by old guard officials.

The proposed rules are similar to those in place in 1991 and 1996. There will be mail ballot votes in all 540 locals for delegates to the IBT convention, campaign space for accredited candidates in the *Teamster* magazine, and a similar system for election protests to be heard promptly by the Election Administrator, with his decision appealable to Election Appeals Master Kenneth Conboy.

The first major campaign stage will start in June, when the Election Administrator will determine the number of petition signatures needed for candidates to be accredited, and petitioning will begin on behalf of candidates for Teamster president and other offices.

Proposed Election Timeline

June 1	Election Administrator determines number of petition signatures required for accreditation of International officer candidates.
July 1 - Oct. 31	Period for nominations and election of candidates for delegate and alternate delegate in those few seasonal locals that will have summer delegate elections.
July 1 - Dec. 15	Petitions to establish accredited candidate status may be submitted to Election Administrator. Petitions must be submitted in August for space in October magazine.
Sept. 1 - Dec. 31	Period for nominations and election of candidates for delegate and alternate delegate to be elected during fall 2000. (Locals with regular local officer elections this fall may elect to hold delegate elections at the same time.)
Oct. 2000	Publication in *Teamster* magazine of accredited candidates' campaign materials. Four other issues will publish campaign materials over the next 12 months.
Jan. 1 - April 30	Period for nominations and election of candidates for delegate and alternate delegate to be elected in early 2001.
June 2001	IBT Convention, Las Vegas.
Oct. - Nov. 2001	Ballots mailed to all 1.4 million Teamsters and counted.

Proposed timetable is subject to possible change. It will be finalized in April.

Bargaining at *Detroit News* and *Free Press*

Teamsters involved in the four-and-a-half year strike and lockout at the Detroit Newspaper Agency report progress in the long struggle. In February, all six unions, including two Teamster locals, bargained jointly for the first time. The company and unions are bargaining on economic issues, and have agreed to a gag order.

"This would be a good time for a settlement," says Dennis Nazelli, "with all the important legal victories we've been having." Nazelli, a former striking Local 372 member who was called back to work, is referring to cases like the acquittal of TDU staffer Don Stone, who had been charged with violating an injunction during a picket.

The latest joint settlement for an undisclosed amount involves pressman Frank Brabenec. His case is famous because a plain-clothed Sterling Heights policeman, Lieutenant Jack Severance, known as "Jack the Kicker," was caught on video kicking Brabenec, already on the ground.

Workers Keep Up the Fight

Progress would not have come without the long battle kept up by the workers themselves, especially by the Workers Justice Committee (WJC). The WJC did direct actions that kept pressure on the company and affected their bottom line. CEO Frank Vega's own figures admit that the strike cost the papers 35 percent of its Sunday circulation alone, about 400,000 papers. The company is obviously worried that it can't regain customer levels; it set a goal of increasing Sunday circulation .2 percent for this year.

Hoffa Cut Support

It has become harder for the WJC to keep the pressure on. Since the Overnite strike began, Hoffa reassigned all of the committee members to staff the Overnite picket daily, or they won't get their stipend. Hoffa also fired the Justice Committee's organizer, Mike Zielinski, and replaced him with two people "who have little or no experience with organizing a corporate campaign of this size or importance," said one locked-out worker.

At the close of the year, the *Detroit Sunday Journal* ceased publication, which had provided not only a voice for the strikers, but also an alternative to the scab papers — and was turning a weekly profit. Nazelli said, "It didn't have to close and it shouldn't have." The official reason is that the editorial staff all had other jobs now, but some believe people were looking for a reason to close the *Journal.*

Local 372 members are taking other steps to prepare for any eventual contract. They circulated a petition to demand that any tentative contract be discussed openly by all eligible to vote. Of the 300 eligible, 200 signed and it was sent to Hoffa.

Your Dues Pay for This!

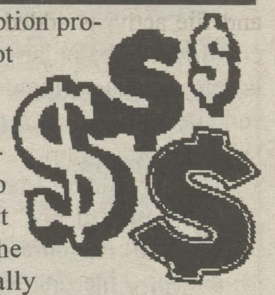
In our December issue we reported that officials from the Central Region flew to a golf resort in Florida (1,000 miles from the midwest) to hold a two-hour meeting. Unfortunately, using our union treasury to pay for vacations for officials is very much a part of the Hoffa administration.

Western Region officials have before them a proposal from Hoffa's vice president Jim Santangelo to head for a resort in (you guessed it!) Hawaii this coming October.

Officials from the Eastern Region got together in early February for some fun at the Tropicana Casino in Atlantic City. The Southern Region met later in February at Disneyworld.

These "regional" meetings, which conduct no official business for our union, replace the Area Conferences, worthless bodies that paid multiple salaries to 62 officials. Those conferences were abolished in 1993, saving our union some $11 million a year but spoiling some vacation trips for Hoffa's friends.

Incredibly enough, while spending our dues money at casinos and golf resorts, they get reports from Hoffa's consultants on his "anti-corruption program!" We are not making this up.



The Central Region suffers because there are so few fancy resort destinations in the midwest, especially in the winter. So in February they headed back to Florida for the UPS grievance panel. So UPS Teamsters who wanted to be present for their grievance had to travel from Michigan, Ohio or Nebraska to Florida and pay all their own travel, hotel and other costs.

Power Lunch

During the big labor rallies in Seattle in late November at the World Trade Organization meetings, James Hoffa and three of his vice presidents decided they needed lunch. Why waste time in the streets with members, when you can head for the Washington Athletic Club, an exclusive club where no Teamsters would be in sight. We hope that brothers Hoffa, Rabine, Mack and Santangelo enjoyed it, since they spent $544 of our dues on it!

University of Chicago Hospitals Teamsters Fight for a Decent Contract

As we go to press 1,500 clerical and blue collar Teamsters at the University of Chicago Hospitals (UCH) are waging a courageous fight to get a good contract. Unfortunately, they've had to stop their own union leaders from cramming the company's contract down their throats.

On Feb. 21, they voted 608 to 154 against a contract presented by the leadership of Local 743. Local 743 is headed by Chester Glanton, a Hoffa vice president currently up on serious union charges. Rank and file activists led the rejection movement.

Business agent Philip John campaigned hard for what was the company's second "last, best and final offer." It still included increases in health care premiums that for some would wipe out wage gains, no retroactive pay for five months worked without a contract in 1999, and no improvement in the unpopular no-fault absenteeism policy.

Some stewards pushing the contract used a strike scare, saying that a no vote would mean a strike that could cost Teamsters their jobs. Instead of uniting the members to win, the union has turned it into a nasty situation.

UCH Teamster Dorothy Singleton told us, "People voted no because we think it's wrong for UCH to boast about being at the forefront of health care, while trying to make workers pay a bigger chunk of their own health care. At the same time they offer only a 20-cent raise each year, and won't agree to retroactive pay. And what's the union doing about it? Fighting us, to just get a contract and put things to bed. We need union officers and stewards who are advocates for the members. We'll remain united to fight for a better contract."

On March 6 some 200 UCH employees delivered a petition to the local demanding the removal of BA Philip John. Many members spoke out on their demands for a better contract.

This battle has been brewing for years. In 1997 Local 743 officials imposed a contract after it was rejected 611-216 by relying on an earlier vote that was considered fraudulent by many members.

As we go to press, UCH Teamsters are determined to get a contract that provides improvements they need and deserve.

Chicago Hospital Mergers

Profit Before People and Patients

Union workers at three Chicago hospitals have formed a coalition with the help of Jobs with Justice to oppose the merger of Cook County and University of Illinois Chicago Hospital (both public hospitals) with privately owned Rush Presbyterian Hospital. The coalition, which includes members of Teamster Local 743, the SEIU, and the Operating Engineers, wants to protect good jobs and health care.

The proposed merger, announced in February, would privatize the two public hospitals, and separate highly profitable medical schools from the hospitals. The newly merged hospital would have more cost-cutting flexibility than the present public hospitals. For example, they would no longer be required to treat patients without medical coverage. The merger is also expected to eliminate union positions.

TDU Leaders Make Election Plans

The TDU International Steering Committee (ISC) will discuss plans to set in motion major changes in the direction of our union in the 2000-2001 period at its upcoming meeting.

Last November the TDU convention overwhelmingly voted to direct the TDU Steering Committee to endorse and support candidates for IBT office, provided that we achieve a consensus. Petitioning to accredit candidates for International office will begin this summer, and delegate elections in all locals will follow.

TDU's elected leaders began this process at the January ISC meeting, when the committee and staff reviewed where we stand at this point in Teamster history and priorities for the coming year. Target priorities include preparing to elect reform delegates from our local unions; stepped up educational and legal programs among members; strengthening the network of reform Teamster officers; and an emphasis on recruitment of new TDU members and growth of our organization.

Recruitment Goals

The steering committee is asking local chapters and activists to develop specific goals for recruitment of new members, and plans to meet the goals. Recruitment has increased early in 2000, and progress will be reviewed at the spring meeting.

Our budget for 2000 was discussed. As our plans increase, so do our financial needs. TDU is funded solely by memberships, donations and other support from Teamster members, and needs to increase fundraising this year. TDU's sister organization, the Teamster Rank and File Education and Legal Defense Fund, which is funded by Teamster members and supporters in other unions and charitible foundations, also is taking on big plans.

Fighting for Members' Rights

Educational programs, new literature in the pipeline and legal programs all cost additional funds. Legal programs reviewed in January includ our defense of internet and computer privacy against attack by employers; the legal fight to end the politically-motivated trusteeship of Local 556 in Pasco Wash.; and proposals that we submitted to the U.S. Attorney regarding supervision and rules for the 2000-2001 election cycle (see page 8). The IBT's "RISE" program was also reviewed along with how Teamsters can put forward and demand a program that is more than window-dressing.

Plans for a new database program for chapters to use were reviewed and a prototype tested and revised.

Important Teamster developments such as support of the Overnite strike, contract campaigns, the massive labor demonstrations at the WTO meetings in Seattle, recent local union elections, and renewed attacks on members' rights by the Hoffa administration were reported on.

TDU Educational Conferences

Minnesota

Saturday, April 8, 9 a.m. - 1:30 p.m.
Macalester College, St. Paul, Old Main Building, room 9

Guest Speaker:
Bob Hasegawa, Secretary-Treasurer, Seattle Local 174

Workshops:

- Building a rank and file network for power on the job
- Union member rights under the National Labor Relations Act
- Labor history from a rank and file perspective

Jurisdictional meetings for Teamsters in UPS, freight and carhaul, public employees, flight attendants, warehouse, and factory and industrial.

Registration fee $10, $5 before April 3
For information call Erik Jensen at 612-825-7883 or Simone Sagovac at TDU, 313-842-2600.

New York/New Jersey

Sunday, April 30, 10 a.m. - 3 p.m.

Guest Speaker: Tom Leedham, Secretary-Treasurer Oregon Local 206
1998 Reform Candidate for Teamster President

Workshops:

- Your Legal Rights on the Job and in the Union
- Running for Local Union Office and Convention Delegate
- Using Grievances to Build Members' Power
- Winning Better Contracts

For more information, call the TDU east coast office at 718-624-7746 or e-mail us at TDUeast@igc.org.

TDU Convention 2000!
Nov. 3-5
Sheraton Airport Cleveland

- *Attend educational workshops*
- *Join with other reformers to plan for the upcoming Teamster Convention and victory in the 2001 election for International officers!*

Southern California Ready-Mix Wars

Local 952, based in Orange County, averted disaster in the first of a series of contract battles in the Southern California ready-mix industry. Teamsters at Standard's Corona plant had to strike and extend picket lines to other plants to save their union, in an opening battle in the war to protect union jobs.

During an industry downturn in 1994, various locals in the ready-mix industry agreed to give up a whopping $5 an hour in wages, as well as no pensions for new hires and other concessions on health coverage and holidays.

Now, in a booming economy, ready-mix Teamsters have still not gotten back to where they were before. The growth of nonunion Robertson Ready Mix makes the fight more important.

In the month preceding the expiration of the contract, Standard took advantage of driver dissatisfaction by attempting to bust the union. They took the Local 952 steward into a meeting and he came out circulating a decertification petition and got a majority at Corona to sign it.

Only a huge grassroots effort gave union heart to the workers. Local 952 set up a meeting where rank and filers from locals 952, 692 and 420 pledged support. The union was saved.

The drivers at Standard's Corona plant had to strike to get 25 cents now, 25 cents in November and 15 cents into their pension. Also in the contract, they will have to pay 25 percent of any health care increases, and will now receive time-and-a-half after ten hours instead of eight, as under the old contract.

At the start of negotiations Standard refused to even discuss wage increases and asked for even more concessions. Pickets went up at midnight Jan. 5.

After sunrise at 7:30 a.m., the now ex-steward, who with one other worker crossed the picket line, returned to the yard after a delivery. Never touching his brakes, he hit fellow driver Dale Clifton, breaking both bones in his left leg below the knee. Brother Clifton had to be airlifted to the hospital by helicopter.

The picket lines were extended to the Standard plants in Orange County, but not to Los Angeles County due to a lack of union resources.

Weak Leadership

Local 692 BA and vice-president Louie Giampapa told members who honored the picket lines they were stupid to do so because after the strike was over they would have no jobs to come back to. As a result, and also due to dissatisfaction with his overall performance as a BA, ready-mix workers throughout the local are petitioning for his removal as their business agent.

The extended pickets got the company's attention. The corporate owner, Calaveras Cement, took over negotiations and said they would address wage increases if Local 952 would show good faith by taking down the pickets.

While the picket lines were down from Feb. 8 to 18 the company hired strikebreakers and goon squads that were in place when picket lines were put back up in both Orange and Los Angeles counties. Support began to waver, especially among workers hired since 1994, some of whom have little knowledge of what it means to be a union member, and the extended picket lines were pulled down.

Even after an agreement was reached, Standard targeted several workers from the El Toro plant who honored the picket lines, refusing to allow them to return to work in clear violation of the law.

"They are sending a message that come January 2001, when the Orange and LA contracts are up, they will do whatever is necessary and at whatever cost to either break or weaken our union," said Bill Kolar, the steward at the Santa Ana plant. "We need to begin making preparations now for the big fight that's coming."

To its credit, Local 952 is taking some initial steps in this direction. The local is now holding regular initiation meetings for new hires to instruct them in labor history, what it means to be a union member, their rights as members and how to get more involved in their union. If ready-mix Teamsters in Southern California are going to turn this situation around, they will need to be informed, united and mobilized with the full support of the union leadership.

AFL-CIO Calls for Immigration Law Reform

"We can no longer allow the opponents of working families to use immigration policies to divide and conquer us. We may have come here on different ships, but we're all in the same boat now."

Linda Chavez-Thompson
Executive vice president, AFL-CIO

The AFL-CIO voted last month to support a proposal put forward by grassroots activists for a change in the labor federation's position on immigration policy.

The AFL-CIO Executive Council voted to call for the repeal of employer sanctions, for a new amnesty for undocumented immigrants, and for a broad new program to educate immigrant workers about their rights. The goal is to make it easier for unions to organize and for immigrant workers to defend their rights.

"For a century immigration law has been used to lower the price of immigrant labor in the U.S.," said David Bacon, a journalist who writes frequently on labor and immigration issues. "[Employer] sanctions make that labor even more vulnerable, and thus cheaper. It's been a sweatshop subsidy to U.S. employers."

Eliminating employer sanctions would take immigration law out of the workplace and make it more difficult for employers to use the INS to intimidate and divide workers who are organizing for their rights. A new amnesty would give undocumented immigrant workers a chance to apply for working papers and legalize their immigration status.

Minnesota TDU Fights for Immigrant Workers

Erik Jensen,
Local 320, University of Minn.
Minneapolis

Union solidarity won a major victory in Minnesota with the settlement of NLRB and EEOC charges on Jan. 5. Last summer, immigrant Mexican workers led a successful drive to unionize the Holiday Inn Express hotel. But on Oct. 13, the hotel called the Immigration and Naturalization Service (INS), which resulted in workers being fired and detained.

A labor-religious community coalition that includes Minnesota TDU staged two big rallies and generated lots of media.

Hotel and Restaurant Workers Local 17 filed unfair labor practices charges, and the NLRB found the hotel retaliated for union activity. Under new Civil Rights Law guidelines covering undocumented workers, the EEOC found the hotel discriminated against the workers by imposing stricter work standards and supervision, and denying them breaks and raises after their probation period.

To settle the charges, the hotel will pay the workers $8,000 apiece (back pay would have only been $2,700). In addition, the hotel has agreed to the union's area contract for most Twin Cities hotels. The tactic of using the INS to bust unions didn't work and sends a victory message to other employers contemplating it.

The AFL-CIO executive council passed a unanimous resolution and has come out strongly for amnesty for these and all undocumented workers. The workers, free on a bond put up by Local 17, are still facing deportation, while appeals for amnesty are pending. The story has received international media attention.

Building a Global Justice Movement

The labor movement, environmentalists and others concerned about the power of global corporations to erode democratically elected governments will converge on Washington, D.C., on April 8-16 for various events and rallies. The events are a follow up to the massive rallies in Seattle in November at the World Trade Organization (WTO) meeting.

The World Bank and the International Monetary Fund are both headquartered in D.C. and will be focal points for some events. The AFL-CIO is holding a rally and lobby day on April 12-13, in opposition to granting normal trade relations with China. A number of other organizations, with support of the D.C. labor council, are holding "Days of Action" on April 16-17.

The protests in Seattle and the international labor-environmental alliance that began to emerge there have put a spotlight on the fact that unelected bodies such as the WTO can actually override laws that protect labor rights or environmental protections enacted by democratic governments, calling them in violation of trade treaties.

TDU Meets

Baltimore/Washington, D.C. TDU
Third Sunday every odd month
Sunday, March 19, 2 p.m.
Location to be announced
For information call 301-317-4030

Chicagoland TDU
First Sunday every even month
Sunday, April 2, 2:30 p.m.
UNITE Hall, 333 South Ashland
Corner of Ashland & Van Buren
For information call 773-486-3831

Cleveland TDU
Tuesday, March 21, 6 p.m.
My Family Restaurant
5175 Brecksville Rd. (Route 21)
Richfield, Ohio
(across from Yellow Freight)
For information call 216-581-7775

Northern California TDU
Third Saturday every odd month
Saturday, March 18, 10 a.m.
Dimond Branch
Oakland Public Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

Southern California TDU
First Sunday every even month
Sunday, April 2, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831
or 760-951-4949

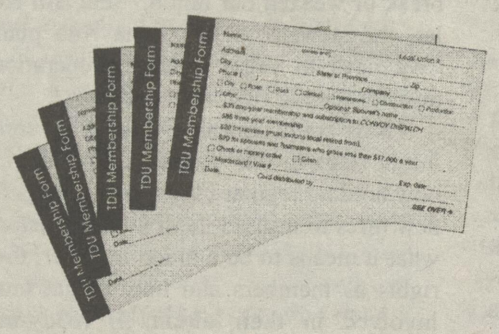
Wisconsin Badger State TDU
Saturday, April 1, 10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair, Milwaukee
For information call 414-483-2652

Youngstown, Ohio TDU
Saturday, March 25, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541

TDU Recruitment ...

'Teamsters Helping Teamsters'

TDU is a movement of Teamsters concerned about the future of our union. You can play an important part in spreading the word about reform.



TDU membership brings information and organization to the rank and file. TDUers get news they can use, every day on the job, running for local office and many other ways.

Everyone knows some Teamsters who could use that news and information.

CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 197

Teamster Reform Victories Spread in Local Elections

JOIN TDU

To help you reach those important Teamster brothers and sisters, we've put together a Recruitment Kit with all the items you need to spread the word.

The Recruitment Kit includes copies of Convoy Dispatch, membership forms, a TDU sticker and button, and materials on how to recruit interested Teamsters to TDU.

We'll send you the TDU Recruitment Kit for free.

We've got a huge job ahead of us and we're ready for the challenge. Help yourself and help your co-workers by recruiting to TDU.

TEAMSTERS DEMOCRATIC UNION FOR A RANK AND FILE

❒ **Please send me the TDU Recruitment Kit.**

❒ Please have an organizer call me about my area.

❒ I would like to set up a TDU meeting in my area.

Name _____ Local _____

Address _____

City _____ State/Prov. _____ Zip _____

Telephone _____

Employer _____

E-mail _____

Send to: TDU, P.O. Box 10128, Detroit, Mich. 48210-0128 (313) 842-2600